MY DAYS AT AN ~~LOVE~~ UGLY (UN)PROFESSIONAL ~~UNIVERSITY~~ SHOP

A FIRST-HAND ACCOUNT OF A FACULTY

BY

BISWAJIT

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LOVE AND SACRIFICE IN TIMES OF FACEBOOK
@
http://tinyurl.com/jh5ttlj

Dedicated to me

……least I forget and leave for by heavenly abode without paying them off in kind especially that rogue, cheat and bastard

RAJESH VERMA

In my anger, I threw the no-objection application in front of him, for him to sign. He looked up at me, smiling.

Why do you behave like this?

Sir, have seen being polite what happens here, why you expect me to be the same now.

You should stay like that always, come what may. Why do you change yourself? Who all are there in your family?

I kept mum.

Son of a bitch. That bastard was still playing games with me.

I remembered how he had mocked at me saying "You asked us to take action against you, and we have done so"

Sir, cannot this decision be reversed?

How can I when it is me who have recommended that you be removed.

I would have slapped him so tight had my values not come in the way.

If you don't resign you will be terminated and then it will be a problem for you.

But sir, I just asked for two - months leave for my PhD, that too when no classes will go on. You had agreed also. You could have done all this three months back. Why you took so long?

Because we had a shortage of faculty. Now the modular courses are over!!

M C. Albert Pinto ko gussa isi liye aata hai..teri Maa ki ****

TERMINOLOGY

CC MEETING	**Chancellors meeting**
PC	**Pro-chancellor**
FACULTY	**An umbrella term (e.g., faculty of Arts and Business- includes all art subjects along with commerce, economics and business management) with one in-charge known as HOF.**
SCHOOL	**Equivalent to what is known as a department in traditional universities, e.g., school of business, school of law, school of education.**
DEPARTMENT	**Equivalent to subject/ trade/ branch of a subject, e.g Finance, marketing, HR etc.**
HOD	**Head of the department (numerous, almost oe each paper/ subject)**
HOS	**Head of the school**
HOF	**Head of the Faculty**
COD	**Co-ordinator of the department**
Tute	**Tutorial (a class which was meant for dealing with confusions of the students)**
HR	**Human Resource Department**
UMS	**University Management System (software that they claim to be the best in the world, but lacks common logic)**
RMS	**Relationship Management System (a section in the UMS where anyone in the university can put his/her complaints)**
CCTV	**Closed Circuit Television**
ETE	**End term examination**
MTE	**Mid-term examination**
MODULAR COURSE	**A short-term course running only for half the semester, basically meant for MBA final year students.**
MENTAL HARASSMENT	**Legal definition of what entails a mental harassment at a work place can be found at** **http://tinyurl.com/jp9z3yw**

QUALITY CONTROL DEPARTMENT

PROLOGUE

While searching the net for myself I stumbled upon a letter which I had written to Lovely Professional University a few months back. The anger among my fellow colleagues is unmistakable. He has posted the mail. I have no problem if he had done so without even asking for my permission. Everyone has a duty towards the society. I am glad my letter could be put to such as a use. After I left the university I was trying to forget the incidents and move on with other works at hand. But the warning letter which was sent to me obviously by mistake on part of the HR department, stoked the resentment in me which I was harboring towards the university. They had challenged me that I will not be able to stand in front of the university. I was not asking for anything but a bit of respect and dignity at least in front of students, whom I teach. I was denied. All are denied. Request to meet the pro-chancellor **Ms. Rashmi Mittal** one last time was not entertained. The way HOS **Rajesh Verma** retorted "you asked to take action and we have done" was heartbreaking. My conscience stops me from going against them who were once my provider, but they left me with no option to behave sanely. I have to explain my rationality behind my action of writing this account. This must stop. If I am giving my everything to someone I deserve a bit of dignity from them, even from the ones who pay me the salary. How can I participate in your admission process, when your courses are not allowed to be run outside the state of Punjab? You are doing it illegally and fraudulently, proof of which is at

http://ugc.ac.in/pdfnews/5096407_LPU,-Jalandhar.pdf

in point number (xiv) and (xv) (**Mr. Rajesh Verma** claims to be the director of this course running illegally throughout India here

http://tinyurl.com/hocsz44). Previously also many RTI applications have been filed regarding this misconduct of Mr. **Rajesh Verma** the link at http://tinyurl.com/zsb8tjq being one among them. **Rajesh Verma** cheated me. He kept on using me, while he had planned along with Sanjay Modi that they will force me to resign, once the courses (modular ones are over). For the reply that I wrote in January, they blackmailed me, in March. Whole January, February and March I kept working for them with all of my heart and then in April they received a call from HR that I need to come and sign my resignation as I was being relieved. **Sanjay MODI** says he cannot risk sending me to the class anymore. **Rajesh Verma** had always seen me with a smiling face and while making me sign the resignation he urged me to be like that, always. Then asked who all were there in my family. Bastard! Moth**Fu****!!

In response to my emails uploaded by my anonymous friend here http://tinyurl.com/gld87vb

For those lazy enough to click on the link the correspondence was as follows:
It all started with the warning letter from HR department marked to **Mr. Rajesh Verma.**

=====

On 5/15/16, hr <hr@lpu.co.in wrote:

1. It has been reported that you had not completed the question bank entry for course code FIN501 during ETE examination.
2. This is an act of indiscipline on your part and an act of non adherence of University policy.
3. In view of above you are also hereby warned not to repeat the same in future.

With Regards,

Division of Human Resource
Lovely Professional University

======

The letter was mailed to me after I had left the job.*

To know about the reality of the HR boss click here http://tinyurl.com/gp5xb4e

So, here goes the real story behind the following matter on the webpage URL of which is provided at the top of this page. (Because before I die, I need to transform education, transform India). Age is catching up. Before my memory fails me. न जाने कौन सा पल मौत की अमानत हो.

****

The letters (which starts after a short write-up by my unknown colleague) goes like this:

Harassment of Employees (Faculties): Lovely Professional University by Management

Dear Sir,

We are Forwarding you below details to look in to the matters pertaining to "Harassment of Employees (Faculties)" in some private Universities in INDIA. These universities on the name of IT enabled infrastructures and education in English are using CCTV camera and other automated means extensively to record activities during the lectures to pressurize and harass faculties.

They mandated in their policies to teach only in the English not in any vernacular language whereas world is moving towards localization

Harassment stars from joining

1- They take the original Educational certificates and cut a percentage of money from the salary per month as security.

2- They unreasonably pressurize faculties and other staff as well on the name of academic best practices so that faculties resign during the teaching term (They consider teaching term even for those two months when even students are on vacations) and design exit policy in such a way that on resignation employee has to leave the security money.In this way effectively they have to pay less even while they initially offered reasonable salary

3- They fill the vacancies generally employing there own passed out students on minimal salary and that is how this vicious circle rotate,with few exceptions in above details.

Our whole concern is to stop creating professionals in such so called ,self-proclaimed best private universities only with degree,as pressurized and harassed faculties can not produce a better human,a better professional.

Kindly see the trailing mail to see what is happening in one of the University in Punjab.
Kindly check the below details of the above said university to verify above details
1- Resignation Policy
2- Leave policy
3- CCTV camera usage to compromise human privacy
4- Security money non-refunded in past 5 years to faculties on resign

We beg to stop it.

Thanks,
An Aware Indian Citizen

---------- Forwarded message ----------

From: Biswajit Kumar biswajitkumarchaturvedi@gmail.com
Date: Fri, Jul 8, 2016 at 5:56 PM
Subject: Fwd: Warning Letter-PART 2
To: All

Dear All
I don't have spare time as most of you, still if I take time out to write- there is a reason and a strong one. I am sorry for the inconvenience caused but there is no way to sort you out of the mail. No need to remind me that you are not the intended person. This is just a safeguard against these people.

Dear Mr. **Rajesh Verma**

Please find attached the scanned copy of the letter written by Samarth of the section mentioned in the letter. Please note there is no signature of anyone if you have a little sense left. This letter was given to the HOD Ms. Geetika of hotel management by the said student. Ms. Geetika sent me along with this letter to Mr. Sanjay Modi after getting the comments written over it by HOS. Now, my question is please show me a video where I am teaching in Hindi, shouting at the class etc. etc. and try to find out the reason why he would write such an application.

Mr. Suresh Kashyap sent me out of the classroom and took feedback from students based on this letter. Why? Because this is your way to keep faculty in control. Are you all mad or what? Have you seen the syllabus you have set for hotel management for accounting? I am sure even you will not be complete in the specified time.
I will give you the proof. There is one another HOD (you have made this post of HOD/COD a joke) – Shrivastava. Go and ask him when he came to my class to tell me that students were not following whatever I am teaching. I had been repeating the concept of 'what is an asset' from the last 3-4 classes. Actually this Samarth had gone to complain to him. Here HOD's want to have good relation with students. On the basis of one such student, he came to my class to say no one is following my lecture. When I asked students some simple questions, all answered except Samarth. Then he started saying that no one is able to understand. It was then when I asked him still simpler questions. His answer was since he is a maths students he doesn't know. I asked even simpler questions. Still he was unable to answer. Then I asked him to get out of the class. Please verify the incident and get the video, viewing of which you have a great hobby of. To take revenge when he became the CR he wrote this application but had no courage to put even his signature on the same.
If the said allegations proved to be false, please show me the guts and tell me what punishment will you award to the student and the HOD? Did HOD/ HOS/ You took the trouble to find out the truth? If not why? On the basis of this letter in mid of the term you got me transferred from hotel-management to block-14. Go and ask Geetika if the whole class had not given her a written application with signature of whole class that they don't want a change. Where is that letter? Many students had met her personally regarding the same. You will do nothing, because you are just running a shop where students are your customers and you need to show them their worth. You proved to the students that one complain is too much for a faculty to be transferred. And then you ask me not to be afraid of students.
In my UMS at your instruction the favorable remarks provided by the inspector was not uploaded. You didn't give me leave for PhD and made me take classes till the modular courses were over and then you showed me your true colours.
I was charged with not taking classes properly. Though I need not give you any reason for the same, let me tell you- The classes had started with two tutorials coming in the beginning itself. Then again due to your madness to change the schedule – when you hold Monday classes on Thursday and like- two tutorial extra was added. Since next Friday was a holiday (on which lecture was to be held) on Monday and Tuesday again there were tutorials. So in effect for one lecture I had six tutorials. I told the students to ask me something but the concept was repeated so many times that they felt no need. I decided to give them a bit of liberty and let them search for something in the notes I had uploaded for them on their mobile, so that they may come up with some questions.
Mr. Lalit bhalla, played in the hands of Mr. **Amarjit Saini**. Such a

great personality stooped so low to maintain his friendship that he started to harass me by sending me unnecessarily to get rectified from exam department the CA marks, the course which was not even allotted to me.
The problem with Mr. **Amarjit Saini** was he took me as a competitor, while I had no such intention. All the letter written by him are on the behalf of the university, as you yourself mentioned, so I think the University need to pay me a bit of compensation.
You ask me- if I don't use mobile, why do I let them use. I ask you- if your professor never asked for feedback about other professor like this, why do you?
One student start falsely complaining about a faculty, HOD like Mridula Mishra starts noting his name in front of whole class- and other students need to save him, by saying this is a false allegation. A circus full of jokers!
You are under a misconception, that you are law maker and law enforcer. You will know soon who really is. Please keep all my videos. You never know which one you may need. Your hobby of photography and videography will come to good use.

===

On 6/5/16, Biswajit Kumar <biswajitkumarchaturvedi@gmail.com wrote:
Dear Sir

Please make sure you have all the videos of my lecture till the last one, right from the start. Those videos will be used to provide proof against mental harassment and torture by senior administrative staff, in my case by Mr. **Amarjit Saini**, HOD, Finance, school of business, block-14 on behalf of the university. The written proof in form of the intimidatory letter written by him to me and subsequent action by so-called recommending authority, Mr. **Rajesh Verma** (HOS) on some flimsy ground will be subject to scrutiny by competent government authorities.

I am warning you beforehand, to please maintain a CD of all my videos till the date. Any lapse on your part will prove costly to you. You better talk about where to have or not have tea in meetings, and leave these matters of issuing warnings to me.

I have a few questions and a few documented proof to prove my point. I am not going to waste my time giving you all the details but the letter written by Mr. **Amarjit Saini** is enough to prove that whatever I am talking is not rubbish. I have one more letter by a very senior official to prove what tactics you use to harass the staff, and that is more important one. I just asked Mr. Amarjit to give me in writing and he did the same. Now let us see. He has provided me a very good case against the university policies in a written form.

In a month's time, you will get a letter from my side which you will

need to answer and then necessary action will be taken by me.The question will be about how all the HOD's conspired against me.

There is also something called territorial jurisdiction regarding distance education.

Please keep looking forward to my next letter.

******

They challenged me to go to court. I am going to the biggest court of all. You, my readers. Decision will be yours.

END OF THE PROLOGUE

CHAPTER 1

THE FIRST ENCOUNTER WITH THE UNIVERSITY

To have a background on the sweet makers who have moved into the business of education please see this link http://goo.gl/5d6gZu and http://tinyurl.com/jqmdwm5

***

There was a talk going on about the condition of higher education in India on a TV channel. One of the panelist says "These days even ***halwais*** have started to open universities". I had felt bad for them at that point. But, now after going through the hell of the time I am sure they were right. UGC may have set the criteria for appointment of faculty members but doesn't seem to have a standard for appointment of chancellor of the same university. A person with no mentionable academic credentials choose to be none other than the Chancellor of the university !! And not only that, all other top posts are held by his family members, as if it was a family of Dr. Manmohan Singh.

***

I am stranded at a lonely spot in a new city of Jalandhar. The interview went on till 10.00 PM. A kind staff from the university dropped me at Ramamandi. To interview some twenty candidates it took them almost fourteen hours. I later came to know during induction that they consider it as their merit. "I and Chancellor were here till 11 o' clock in the night during the interview. You all saw that. That is how hard we work"

"Is there someplace I can stay in the University itself?"
Yes, but you will have to pay Rs. 1500 for that.
Having only Rs. 100 in my pocket, I decided to leave the university and go to my hotel room near the railway station.

No time to read the contract, I just signed it.

……(to be continued)

CHAPTER 2

THE JOINING

INDUCTION

“Never think that I am just a small faculty here.”

Established faculties choose the subjects as per their comfort level. The new ones have to cope up with the subjects which are not of their domain and all of their time goes in preparing the lectures. On top of that, the questionings..

……(to be continued)

CDR

CHAPTER 3

THE FIRST SEMESTER

So, I have to take class of Accounting in Hotel Management. It sounded odd. Teaching accounts to hotel management student.

THE FIRST CLASS

"Sir, have you joined recently?"
"Yes"
"Here in Lovely students are given more value than faculties. You know a few days back one faculty had an argument with a student and she had to leave."
"We just come to the class for attendance."
"Everything goes in Lovely."
(Notes - sleeveless dress, no control in class)

…….

***

After the class was over I thought to take a look at the day's newspaper.

"What are you doing? Yesterday only they saw two faculties reading newspaper in the CCTV and they were dismissed"
……

THE IP (INSTRUCTION PLAN)

…….

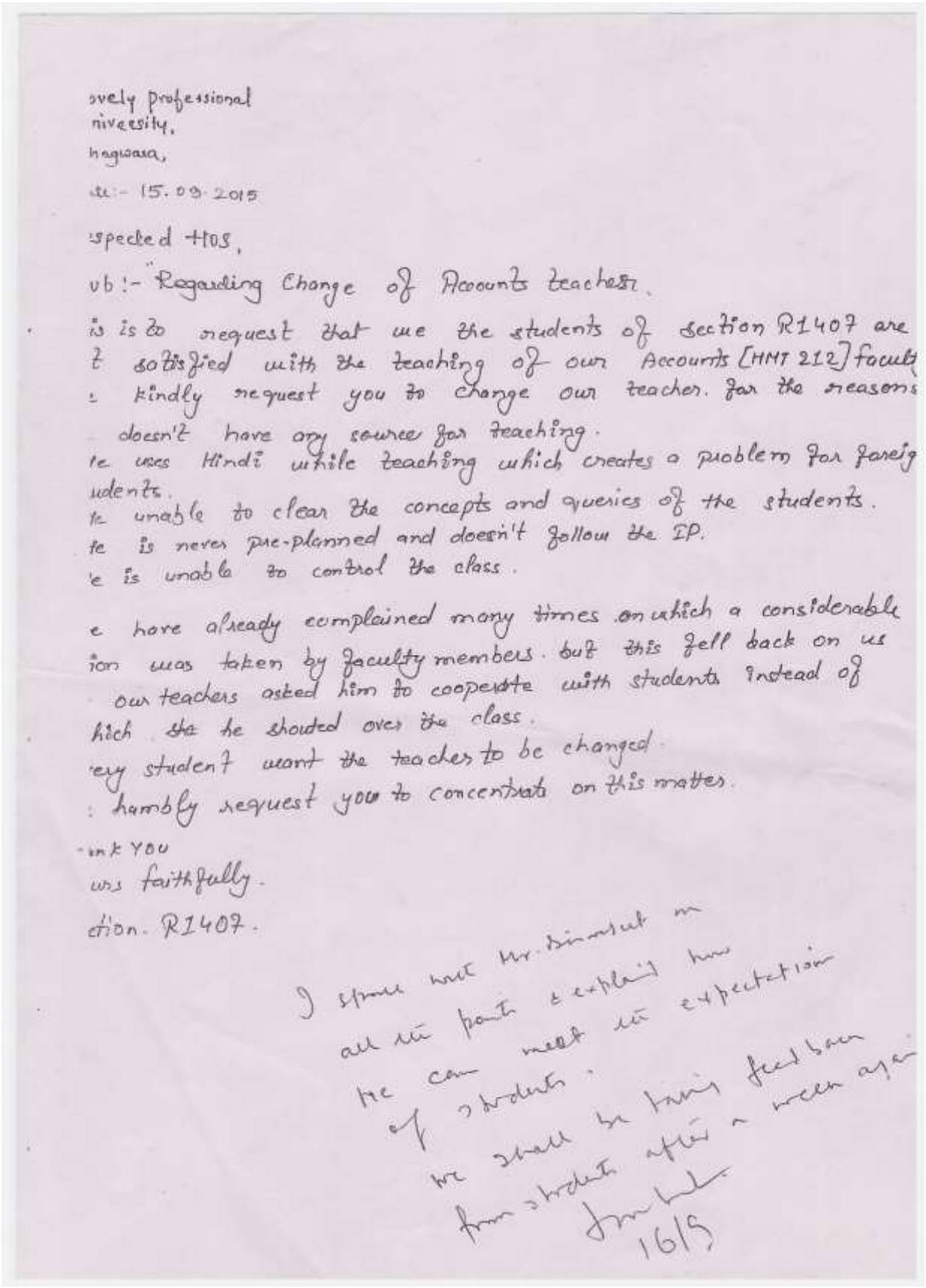
***

Geetika Joshi was my HOD (head of the department) at Hotel Management, as can be well imagined without any such qualification which makes her suitable for the post.

The voice of hers indicated that she has got something big against me. The complaint letter was handed to me and asked to go to **Mr. Sanjay Modi** (Dean) with the letter to show it to him.

Pre-Mid term
The invigilation
Post-Mid term
Publish in Scopus

……(to be continued)



ovely professional
niversity,
hagwara,

te:- 15.09.2015

spected HOS,

ub:- Regarding Change of Accounts teacher.

is is to request that we the students of section R1407 are
t satisfied with the teaching of our Accounts [HMT 212] faculty
: kindly request you to change our teacher. for the reasons
doesn't have any sources for teaching.
he uses Hindi while teaching which creates a problem for foreig
udents.
he unable to clear the concepts and queries of the students.
he is never pre-planned and doesn't follow the IP.
e is unable to control the class.

e have already complained many times on which a considerable
ion was taken by faculty members. but this fell back on us
our teachers asked him to cooperate with students instead of
hich the he shouted over the class.
ery student want the teacher to be changed.
: humbly request you to concentrate on this matter.

ank YOU
urs faithfully.
ction. R1407.

I spoke with the student in
all the part & explained how
he can meet the expectation
of students.
we shall be having feedback
from students after a week ago
16/9

NOTE BY THE AUTHORITY:-

I spoke with Mr. Biswajit on all the points and explained how he can meet the expectations of students. We shall be taking feedback from students after a week again….Signed TAHIR SUFI*

* Currently Principal at CHANDIGARH COLLEGE OF HOTEL MANAGEMENT

****

Next day as the class started, **Mr. Suresh Kashyap** (Deputy Dean of School of Business) came at the doors and asked me to get of the class as he would take some feedbacks from the students about me regarding the complaints they have made. I promptly came out and as the feedback session kept on going long, I sat at the stairs outside. Later, I came to know he had taken a positive stance towards me and had tried to explain to them that I was taking classes in B.Tech and other sections also. There were no complaints from anywhere, except this class. After about an hour he came out and asked me to carry on with the lecture. I silently entered the room again to deliver lecture in the same class. Some of the students were unable to contain their smile as I dictated them the questions.

****

After two days, there was a mail to all the new-joinees from Lalit Bhalla that as per the university policy, no attendance should be given to those who come after the start of the class. So, the complaint was due to the attendance which was supposed to be given by me to the late comers!

- Sukhpreet Kaur
- Lalit Bhalla
- Nikhil Monga
- Geetika Joshi
- Amit Joshi
- Shilpa Chaudhary

CHANCELLOR'S MEETING

The most dreaded job hazard, where insult was guaranteed. It was a clear proclamation how I, the worshipper of Maa Lakshmi can treat you the worshipper of Maa Sharaswati. Is there any guideline by the UGC on who can become a Chancellor?

"You are free to tell us any issues you are facing"

"Sir, HODs and CODs always find ways to harass and irritate us. Please do something about this."

"You, sit down. Don't you treat your students the same way?"

……(to be continued)

HOF MEETING

HOS MEETING

Agenda

- There will be no time gap between the two classes – one at the seventh floor and another at the ground floor. How to finish the first class after the time and reach the second class before time.

HOD MEETING

COURSE CO-ORDINATOR MEETING

QUALITY CONTROL DEPARTMENT

THE ATTENDANCE STORY

STUDENT INDUCTION

……

THE MOBILE
(TO BE EDITED)

The meeting was called by **Rajesh Verma**. After a few moments, all were asked to look at the screen on which the projector was showing a blurred face of a faculty. One student in the front row was taking a selfie when the faculty was explaining to someone else. Was that I, the faculty?

I had once taken a mobile from a student. He accused me of theft and I received so many calls from another faculty (so-called HOD) that I had to return it to him.

Why don't they use the CCTV footage to punish the student? I thought to myself.

They want the faculty to take action against the student, so that the relationship between them is destroyed. The feedback is taken from the same student about the faculty. Once he complains, the faculty is called before the student and then matter is solved (almost always in favor of the student)

……..

THE CLASS CONTROL

Sir is knowledgeable but he is unable to control the class.

……..

RESEARCH PAPER PUBLICATION

They want in Scopus indexed paper, no less.

THE WAY TO BE STRICT AND WHY THAT IS REQUIRED AND ENCOURAGED AT THE UNIVERSITY

- Strike-off the attendance of the student (even though he is present)

BEST FACULTY AWARD

HOD KEEPS CALLING IN THEIR CABIN

CHAPTER 4

THE SECOND SEMESTER

Just on the day the second semester started, I got a call from my university regarding submission of my PhD thesis. I needed a leave of almost two months, since there seemed to be a provision. But it turned out to be only an eye-wash. In my zeal I asked for the leave. What followed resulted in my termination of service.

THE ZERO LECTURE

…….

AMARJIT SAINI GOING FROM CLASS TO CLASS TO MAKE STUDENTS TALK AGAINST ME

"Sir who was that person who kept on asking about how you take the classes. We told him many times that there was absolutely no problem but still like crazy he kept on asking again and again."

Amarjit Saini had made it his stated mission to trap me somewhere.

He was sure that he will not be able to find fault in me during the lecture. So he made a plan to confront me in a tutorial.

For every lecture class a few tutorials (generally one) was provided, where students asked their confusions and faculty was supposed to solve them. It was clearly mentioned in the instruction that no course was to be covered in the tutorials (tute). The class were split in half for the tutorial. That meant for a lecture whose strength was of 60 students, two separate tutorials were held with a student strength of 30 students each.

The HODs (numerous) were supposed to inspect the class (surprise visit) sit there for a few minutes, or may be longer, and then give marks to the faculty. The HOD than was supposed to talk with the concerned faculty and subsequently upload his feedback. The faculty then had to respond with his remarks in the UMS (University Management System). Readers may feel the system to be good enough, but as you will see, this is used as a way by the management (and so by the HOD) to harass the employees.

The session had just started and only a few lectures were covered. **Mr. Amarjit Saini** (recently at Doaba college, Jalandhar) took this opportunity. He was COD of finance department. The session had just started.

THE SECOND INSPECTION

I was in full flow, explaining the concepts. As my lecture was about to be over, suddenly my eyes fell on someone sitting at the last bench. He was wearing an ID card around his neck. The brown colour indicated he was from the teaching staff. Oh, so there was an inspection going on. They quietly enter the room with the students and sit so that they are visible directly. They then they make some notes about how you were performing in the class. The remarks were never uploaded on my UMS (University Management System) because as I later came to know they had planned for something else. Generally a non- PhD inspects the class of a PhD holder and gives his comments about how the class was going on. He would then call the faculty in his cabin and teach her about where she was lacking, because he has been made COD/HOD of the department by non-other than Lovely Professional University, the owner of the famous Lovely Sweats. The CODs (co-ordinator of departments) or HODs (Head of departments) are those who have been there since the start of the university, or for far too long. The new comers who are mostly well qualified by them are given directions by them about how to instruct the class. HOS (Head of School), **Mr. Rajesh Verma** roam around the corridors, peeping through the glass of the doors. They call it *window/ door inspection*. If he finds any class not going on as what he thinks proper, he would the class and sit for some time. What does his sitting meant for is something difficult to understand.
……(to be continued)

AFTER THE FIRST INSPECTION

On 1/29/16, **Amarjit Saini** <amarjit.saini@lpu.co.in wrote:

Dear Sir

Kindly Explain the points as per the observation given below Room No-14-713 at 9;30 dated (28-Jan-2017) for class inspection, My observations regrading the tute is that

1. No interaction was going on, you were using the laptop only.
2. Student were using the mobile in the front row.
3. They were sitting idle by closing books and note-books.
4. Students were busy in chit chat.

5. Students were not sitting as per the policy (2-3 were in front row, some at back, some on right and left)
6. What was your take from 9:00 to 9;30 (what do you in that time period)

He started with the tute after my arrival. I am very sure, he was not doing anything for the last 30 minutes. I requested you to demand the video from the admin office for timely and quick action.

--
Thanks and Regards
Amarjit Saini
11337
COD-QD06
School of Management
Lovely Professional University

---------- Forwarded message ----------
From: Biswajit Kumar 19498 <biswajit.19498@lpu.co.in
Date: Sun, 31 Jan 2016 14:13:19 +0530
Subject: Re: Explanation regarding class inspection
To: **Amarjit Saini** <amarjit.saini@lpu.co.in

Dear Sir

All the charges are correct. Please demand the video and initiate proper timely and quick against me.

===

> On 2/19/16, **Amarjit Saini** <amarjit.saini@lpu.co.in wrote:
> Dear Sir
>
> Kindly have look upon the points given as follows
>
> I,Biswajit Kumar S/o Sh.Binoy Kumar Choubey bearing U.Id 19498 ,R/O Aliganj
> Uper-Gangti,,Bhagalpur,Bihar,India
> do hereby , solemnly affirm and declare as under :
> a)That I shall proceed on leave only after taking the no dues clearance or else I shall be considered as absent from duty.
>
> b)That If I want to resign from the services during the period of leave or do not join back after expiry of the leave period, I shall be liable to pay

double the amount of compensation as required to be paid normally to the University i.e. In case I am on probation and resign from the services under such circumstances I shall be liable to pay four month's salary (instead of two month's salary) as compensation to the University. In case my service has been confirmed and I resign under such circumstances, I shall be liable to pay six month salary (instead of three months' salary) as compensation to the University.

c) That If I resign within the period equivalent to the long leave availed after joining back, I shall be liable to pay double the amount of compensation as required to be paid normally to the University as stated in
clause (b) above.

d) That I shall not engage myself directly or indirectly either honorary or on remuneration in the services, trade, business, vocation or occupation
during the period of leave. In case it comes to the notice of the University, then University shall be at liberty to terminate my services without any notice and without any compensation and it shall be deemed as I have left against the terms and conditions of appointment/ confirmation and I shall be liable to pay double the amount of compensation as required to be paid normally to the University as stated in clause (b) above.

--
Thanks and Regards
Amarjit Saini
11337
COD-QD06
School of Management
Lovely Professional University

==

On Fri, Feb 19, 2016 at 11:26 AM, Biswajit Kumar 19498 <biswajit.19498@lpu.co.in wrote:

Dear Sir

I will go on leave only after taking no due clearance.

I will not resign during the leave period.

I will not indulge in any other services, trade, business, vocation or occupation during the job.

Please sanction the leave and I will take no-dues before I leave on 30th April.

I will always be grateful to you for this kind act of yours.

Regards

Biswaijt

19498

===

From: **Amarjit Saini**
Date: Fri Feb 19 2016 12:37:03 GMT+0530 (IST)
Subject: Re: Regarding Leave
To: Biswajit Kumar 19498

Dear Sir

Meet me regarding your leave

Regards
Amarjit Saini

TEACHER'S EVALUATION FORM (Feedback)

Select Authority & Inspection Date :

Authority Name:	**Amarjit Saini**	Authority Code:	11337
Employee Name:	Biswajit Kumar	Designation:	Assistant Professor
UID:	19498	Department:	D-MGT-SOM-FIN2

Date of Inspection:	01/28/2016	Section:	Q1402
Session:	Jan::Apr 2016	Entry Date:	01/28/2016
Time From:	9:25:00 AM	Time To:	9:45:00 AM
Course Code:	FIN302	Course Title:	Basic Financial Mana
Programme:	BBA	Inspection Type:	Surprise
Inspection Mode:	In Person	Language Used:	English

Part-A: Class Visitation (Rating on a Ten point Scale with 10 begin the best and 0 the poorest)

S.No	Description	Rating	ActualMarks	Comments
1	Preparation for the lecture (understanding, application of content & level of confidence)	2	4	Not up to the mark, Started when i entered in the room
2	Course material (as per the level of program e.g. diploma/UG/PG)	1	1	Not up to the mark
3	Quality of course material (as per the expected learning outcomes)	1	1	Not satisfied
4	Content delivery skills including communication	4	8	Quite good
5	Pedagogical techniques leading to learning outcomes	1	1	Not up the mark
6	Implementation of pedagogical technique(s)	1	1	NA
7	Degree of involvement of student and teacher	0	0	Front row girl student was using the mobile phone.

				others were sitting idle
8	Discipline, seating arrangement of students as per policy, etc.	0	0	Not as per the policy
	Total		16	

Part-B: Records and implementation of the related policies(Rating on aTen point Scale with 10 begin the best and 0 the poorest)

S.No	Description	Rating	ActualMarks	Comments
1	Depth of the syllabi/content covered in CA component as per the nature of the course.	0	0	NA
2	Quality of Evaluation of different CA components (e.g. assignments, quizzes, home works, tests, etc).	0	0	NA
3	Updation of Records:Attendance, Online CA Updation, Online Course files (Whenever applicable) Any other as applicable.	0	0	NA
	Total		0	

The Teacher's Performance in term for Sr.No(s) of Part-A has not been found satisfactory :	
The Teacher's Performance in term for Sr.No(s) of Part-B has not been found satisfactory :	
Overall remarks of the official/authority conducting the	It was much below the standards

inspection :	
Suggestions made to the faculty member :	Kindly do the teaching as per the policy of the university

MY REMARKS:

This type of evaluation doesnot deserve any remarks, but still. It was a tutorial, not a lecture- so where was the question of preparation of lecture? When it was a tutorial and not a lecture what started after he entered the room? What type of course material is he talking about when syllabus is not to be covered in tutorial? When in tutorial students are supposed to ask questions and the faculty has to solve them where is the question of Pedagogical techniques? Only 5-7 students were present and they were using mobiles for calculator to solve numerical problem from time value of money chapter. Students were listening to me- are they supposed to do some activity along with that. Listening to a faculty and sitting idle are two different things. Since it was a tutorial, sitting arrangement was not as supposed to be in lecture.

TEACHER'S EVALUATION FORM (Feedback)

Select Authority & Inspection Date :

Authority	Sukhpreet	Authority	11123

Name:	Kaur	Code:	
Employee Name:	Biswajit Kumar	Designation:	Assistant Professor
UID:	19498	Department:	D-MGT-SOM-FIN2
Date of Inspection:	10/19/2015	Section:	Q1505
Session:	Aug::Dec 2015	Entry Date:	10/20/2015
Time From:	11:05:00 AM	Time To:	11:35:00 AM
Course Code:	BSL103	Course Title:	Mercantile Laws
Programme:	BBA	Inspection Type:	Surprise
Inspection Mode:	In Person	Language Used:	English

Part-A: Class Visitation (Rating on a Ten point Scale with 10 begin the best and 0 the poorest)

S.No	Description	Rating	ActualMarks	Comments
1	Preparation for the lecture (understanding, application of content & level of confidence)	6	12	Lecture was not well prepared.
2	Course material (as per the level of program e.g. diploma/UG/PG)	6	6	As per UG level.
3	Quality of course material (as per the expected learning outcomes)	6	6	Quality of course material needs improvement.
4	Content delivery skills including communication	7	14	Fine.
5	Pedagogical techniques leading to learning outcomes	7	7	OK.
6	Implementation	6	6	White board

	of pedagogical technique(s)			and PPTs should be used to discuss cases or examples.
7	Degree of involvement of student and teacher	6	6	Students must be involved in the lecture.
8	Discipline, seating arrangement of students as per policy, etc.	7	7	As per policy.
	Total		64	

Part-B: Records and implementation of the related policies(Rating on aTen point Scale with 10 begin the best and 0 the poorest)

S.No	Description	Rating	ActualMarks	Comments
1	Depth of the syllabi/content covered in CA component as per the nature of the course.	7	21	Show the tests before taking.
2	Quality of Evaluation of different CA components (e.g. assignments, quizzes, home works, tests, etc).	6	24	Should be improved.
3	Updation of Records:Attendance, Online CA Updation, Online Course files (Whenever applicable) Any other as applicable.	6	18	Some records are yet to be updated.
	Total		63	

The Teacher's Performance in term for Sr.No(s) of Part-A has not been found satisfactory :	
The Teacher's	

Performance in term for Sr.No(s) of Part-B has not been found satisfactory :	
Overall remarks of the official/authority conducting the inspection :	Needs more preparation.
Suggestions made to the faculty member :	Involve students in the class discussions and improve quality of the content delivered.

My remarks:

Noted suggestions for improvement in the future lectures. Thanks

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How Amarjit Saini tried to prevent from doing own studies.

==

Amarjit Saini

- You are having complaints from all the previous HODs.
- You don't have book

Sir, I try to simplify the subject as much as possible.

Do you teach them from "Kalyani?"

Now, what was this Kalyani?

Later I came to know that Kayani was a publication house which produced guide books.

==

Fed up with all his irritating behavior, I decided to have all his instructions in writing. But when he asked me for a reply on the stupid charges, against me, the reply as just a line "do whatever you want to do"

And so, they decided to show me what they could do.

CHAPTER 5

THE RESIGNATION

Rajesh Verma: We looked at the video and found whatever he is telling is true. Why will he do all this? Does he consider you a competitor for the HOD's post?

Sanjay Modi: I don't know what actually happened.

There is no use taking legal course. We have so many lawyers here. Rather, we run courses and provide law degrees. You will not be able to stand against the University. Don't burn the bridges.

Now we are testing each other's patience.

……(to be continued)

NOT THE END

THE STORY CONTINUES……

ROUGH MATTER

Faculty standing with laptop outside the class. The not so lovely story: A tale of a newly-joined faculty This book is a memoir of my survival for almost eight months at the most advertised university of India. 1. HR will make you write 50 times 2. Exam department mein scolding 3. Salary 4. UMS 5. RMS 6. Relationship with students 7. Stair case 8. Tea 9. Record of minute wise class 10. Call parents 11. Room change 12. Harassment stars from joining 1- They take the original Educational certificates and cut a percentage of money from the salary per month as security. 2- They unreasonably pressurize faculties and other staff as well on the name of academic best practices so that faculties resign during the teaching term (They consider teaching term even for those two months when even students are on vacations) and design exit policy in such a way that on resignation employee has to leave the security money.In this way effectively they have to pay less even while they initially offered reasonable salary 3- They fill the vacancies generally employing there own passed out students on minimal salary and that is how this vicious circle rotate,with few exceptions in above details. Our whole concern is to stop creating professionals in such so called ,self proclaimed best private universities only with degree,as pressurized and harassed faculties can not produce a better human,a better professional. Kindly see the trailing mail to see what is happening in one of the University in Punjab. Kindly check the below details of the above said university to verify above details 1- Resignation Policy 2- Leave policy 3- CCTV camera usage to compromise human privacy 4- Security money non-refunded in past 5 years to faculties on resign 21 We beg to stop it. 13. Not subject on which command 14. No flag 15. Inspections 16. There are all facilities available inside the vast campus 17. No research or good academic environment for education Very negative work culture with management sometimes treating employees worse than maids. I remember once the pro-chancellor ridiculed a faculty in front of her students. Unprofessional behaviour towards faculties from senior management No means to improve skills or be motivated. 18. Advice to Management Stop considering education as 100% business and start investing in students. From a 2nd class employee to some of the top management,everyone can be heard speaking negatively about the illogical boundation and rules set up to curb innovation and free speech. Mass political support is another reason for the survival of the institution. Cons Heavy workload, no time for any other thing as you will be loaded with endless tasks. More than required surveillance which seems to hamper your way of teaching and doing things. Advice to Management Give space to teachers to do things in their own way rather than restricting them everytime with your methods and ways. Cons Saturdays are working Stretched working at the time of examination intrusive nature of the management to quite an extent Advice to Management 22 The academicians working over there aren't labourers. Treat them with respect and they'll definitely stick to your institute instead moving out in hoards. Pros Brand name... and salary offered Cons Faculties are treated like labourers.... zero respect... Advice to Management Hopeless case Pros Building is the only strong point Cons 1. Faculty treated like clerks who has to enter marks etc. of his students. Any typing mistake is considered a big issue and warning letters are issued, after having to face scolding from HoDs. 2. Students have power to complain of faculties to HoD or other superiors about almost anything about the faculty and their point is heard. For them 'they are the customers'. Even one false complaint from a student is enough to get a call from the VC and be scolded in front of the student. 3. The students are admitted through a pseudo-test but the faculty is taken to task if pass percentage is low, which always is the case. 4. So-called HODs are less qualified than the faculties under them. 5. Designation not at all structured. All the top posts are held by family members who not long before used to sell sweets. 6. The position of HODs depends on how much they can extract from the faculties. 7. Camera recording of every second of the class which is shown every Saturday in a hall full of

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faculty members and every minute mistake is barked upon. 8. Constant pressure to write research papers but no leisure time provided. 9. On Saturdays as many meetings are crammed up as possible to deny faculty any spare time. 10. The meetings which go on for more than 3 hours at a stretch is a means to humiliate the faculty and show them who is paying them. 11.After a workload of 23-25 classes a week, faculty are asked to manage various committees which don't work in a coordinted manner. 12. On examination days faculties are made to invigilate in two shifts but no time to have lunch is provided. 13. Salary cuts on every small mistake. 14. No belief or faith in employees.Show Less 23 Advice to Management They cannot improve Cons no growth and no appraisal for good work Advice to Management no comments Doesn't Recommend Negative Outlook Disapproves of CEO I have been working at Lovely Professional University full-time (Less than a year) Pros Good if you want to follow instructions. I don't think you pros here Cons Think faculty are kid can't let you eat even outside the block, endless Saturday meeting for like 3 hours, humiliation in front of everyone in faculty meeting by higher authority. Forcing quantitative research over 23 hours of load per week and still unhappy with contributions. For everything they cut salary even monitor your diet and force vegan diets. Advice to Management They will ask to put in idea hub but ultimately they have final say but whatever they do won't have any faculty participation. Pros Great Place to work. Thorough professional culture. Works like a multinational Cons Everything is good. Lot of multitasking is required to succed Zero Perspective and unrealistic goals Inappropriate use IT infrastructure CDR 24 Pros good infrastructure, salaries and a kind of small town, good availability of common necessities. Cons Everything is centralized, even sunday can be working, the worst part is chancellor meeting. In this meeting even a phd can be asked to deliver his last lecture. everybody in meeting can be questioned about silly things which clearly states that nobody expect chancellor has self respect. Advice to Management Atleast believe in your faculty ability that they can deliver a lecture and they are not cracking jokes in classroom. Respect your senior leader and also believe in them. Organisation in itself is nothing without employees. uu **ood place to start"** Former Employee - Lecturer in Jalandhar, Punjab Recommends Positive Outlook I worked at Lovely Professional University full-time (More than a year) Pros Good opportunity to interact with knowledgeable people from prestigious institute of India. Exposure to educational and professional experience Cons If looking for MNC culture then definitely its not the place, you get working Saturdays. Teaching loads are high, 20 to 22 classes in a week. Advice to Management Management is somehow good but I would like to add few points like try to optimize the work load and reduce unnecessary meetings. Doesn't Recommend Negative Outlook I have been working at Lovely Professional University full-time (Less than a year) Pros 25 Big name in education sector, nice infra. Cons Chancellor thinks he hire robots not employees, he can make you feel small any time any where, attrition rate is more than 12%, and if people with such high education levels who understands the value of job leaving so fast (max time i have seen for senior management is 7-12 months), lpu is having such a high attrition rate then you can imagine how this company works..... this company is wolf in the skin of a sheep..... in Desi corp jargon a true lala company who present it self as a new age corporate..... maximum (90%) people are either retired govt. officials or locals who wants to work more for location feasibility than for work environment..... Before joining lpu remember one thing.... leave your logical brain to your house as you need to take approvals from chancellor for each and every thing..... they even have an online movement register where if you are going to toilet you have to log your movement... while working here i felt like i am a zombie or some kind of computer program who works only on directions and doesn't have his own mind and authority.... over and above ready to be humiliated from chancellor any time any where even in front of your team and

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other employees. full show manage by family members and close relatives, so be ready for getting kicks from them as well.... there negligence or bad work will be on your head...Show Less Advice to Management improve your self.... you are not selling sweets and dealing with forth class sales men or cooks in your so call sweets factory... here in education sector you are dealing with educated people.... so learn some ethics and believe in your people Recommends Positive Outlook I worked at Lovely Professional University full-time (More than a year) Pros Better salaries, opportunity to diversify skill set and a lifestyle in a campus styled as a mini city. Cons Organization structure, red-tapism, no decentralization- challenges with processes and approvals, timeline adherence, inter-departmental and intra-departmental communication and most importantly the idea of overloading an employee who works. 26 Advice to Management Kindly be human-centric and not just University growth centric, there is a subtle balance between the both and it can possibly be achieved. Doesn't Recommend Negative Outlook Disapproves of CEO I have been working at Lovely Professional University full-time (More than a year) Pros 1. Great infrastructure 2. Good salary structure 3. Good employee accommodation 4. Great vision Cons 1. Department wise powers needs to be de centralised. 2. Needs to simplify work processes 3. Everything comes on a cost, no employee welfare 3. A big retail space more than a university Advice to Management Believe in your employees Doesn't Recommend Positive Outlook I have been working at Lovely Professional University full-time (More than a year) Pros Well Infrastructure , Large Campus, Large number of national and International students, Cons Prison is better than this, Too much rules and regulations, unnecessary harassment , Dirty Politics, Money Minded business. Advice to Management Change strict your Rules and regulations, Students are crying loudly inside, 27 No good reason to work at LPU Cons Employees are treated as slaves. Unnecessary and unproductive heavy workload, departmental politics unnecessary meetings Advice to Management Do respect your faculty, make appraisal system transparent and justifiable *"Easy to get job but not survive"* Former Employee - Assistant Professor in Jalandhar, Punjab Doesn't Recommend Neutral Outlook I worked at Lovely Professional University full-time (Less than a year) Pros Residence facility in campus, Good salary Cons too much unnecessary work lode, sometime you have to do foolish things like admission, bad HR policy and resignation policy, Advice to Management do some respect to your faculty member, don't treat them as a servant Doesn't Recommend Neutral Outlook I worked at Lovely Professional University full-time (Less than a year) Pros They are paying the good amount of salary to faculty members who are having premier college tag. Nice infrastructure and in-campus living facilities. 28 Cons 1. Worst work culture 2. Poor resource utilization. 3. Worst resign policy, once you got there you will feel trapped. 4. No of Phds in engineering department is like NULL. 5. No access to journals, research papers (IEEE, Elsavier, Springer, ACM etc) across the campus. 6. You have to some foolish things like filling the Daily Progress report (DPR), have to call the student parents every month about his/her progress, attend unnecessary meetings, call center job during time of admissions etc. 7. You will be unable to understand the appraisal policy. 8. Top management is creating complexity. 9. Unnecessary research meetings.Show Less Advice to Management If you are hiring a faculty after taking 6 or 7 rounds of interview then you should have some trust on them. I have been working at Lovely Professional University full-time (More than a year) Pros Good infrastructure Huge campus Campus Security General Facilities Cons Poor work environment Employees treated as slaves Mindset of senior management belongs to 19th or 20th century (East India Company) Total mismanagement & chaos High employee turn-over ratio, because of poor HR practices Employee exploitation and harassment Advice to Management Infrastructure alone is not sufficient, good mindset is required. Keep qualified & experienced people at senior positions. Trust your employees & give them chance to explain their concerns. Improve your policies & work environment to retain an employee rather than

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holding his clearance after resignation for more than 4 months. Departmental politics makes life tough 29 Pros Come here if you do not have a passion of doing anything in your life & you have not any choices left; LPU always welcomes you. You can always boast off residing in a world-class infrastructure. Cons All the decision making & policies are oriented to make enough profit. Teachers & students are always kept engaged unnecessarily yet the net outcome is not significant. Excess of discipline & surveillance which often frustrates you. Extremely poor placement record(esp. in engg.) . You will not find time at all to do you something of your interest. More like a business company & less lik… Show More Advice to Management There is no point in engaging students & faculties overtime & enforcing disciplines & surveillance if the net result is null. Think about focusing on quality rather on quantity. Doesn't Recommend Neutral Outlook I have been working at Lovely Professional University full-time (Less than a year) Pros Getting salary at time and impartial. Cons Tend to be professional but actually they are not.People find it difficult to manage their work life balance.Not employee friendly and try to overload them with as much work as they can.High Attrition and lacks basic sentiments. Advice to Management Employees who are working with you are also having families,so stop treating them as machines. I worked at Lovely Professional University full-time (More than a year) Pros 30 You want an easy entry in the field of academics. You want to learn how to document everything you do. Job offers appears good (conditions applied). Your core abilities are in "Crowd Management" Your career priorities are clearly defined as "Administration - 75%; Teaching-20% and Research-5%" Cons Exit Barrier....There are too many and really costly. System is build on "surveillance" than trust. It irritates and frustrate at times. It works like a BPO organisation works. Slow Growth. It is like buying a "Jeevan Anand of LIC" which seems all good on papers but doesn't give a good rate of return. There isn't much for staff at campus. HR practices neither ethical nor transparent. System make you waste your time on too many things which are urgent but certainly "not important" for academic career. When you will leave the organisation...for sure you will not say "it was a lovely experience"Show Less Advice to Management Run it like an IT organisation. Faculties are not Customer Care Executives and should not be managed that way. Treat them as software engineers are treated in IT organisations. Hire good consultants and spend for sound advises. It really pays well. Don't mix pleasure with business....please at least not in Education Sector. I have been working at Lovely Professional University part-time (Less than a year) Pros Good infrastructure and Management of the organization Cons Money Minded Business Environment. No respect for the employee Advice to Management Think of everyone before planning for a new policy and not only about the pockets. Pros 31 salary is good as compared to other engineering colleges in Punjab. and u get good options to study more part time course with half the fee if u r working at university. decent work load. lot of IITians and PhDs working here, from whom you can learn a lot. a nice learning environment . Cons during admissions they may ask you to listen to calls of students regarding admissions queries, which is utterly boring and dissatisfying on part of your work profile. in addition to this you may have to do redundant work sometimes that could be ignored. or you can land into a department where your superiors are bad at managing things. over all a good place to work at if you have good people around Advice to Management my advice to management is to ask faculty if they are willing to go to telephonic department during admissions? other than that management works quite hard to manage things properly n tries their best to satisfy students and faculty. no work place is perfect, but its better than many private educational institutes in the region. There are a lot of irritating rules in this university which can make your career worst. I am telling you some of them. If you unable to pay fees in time , your attendance will be block with fees fine of Rs.5000.If somebody is found in any Guilty order, you will be suspended for 5 or 10 days that means no attendance.No genuine cases will be forward , whatever is the cause either you got infected by

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Jaundice, Typhoid.If you wanna meet higher authorities regarding your attendance problem because of some serious reason, they will not meet you.

I have an example of Mr. Rakesh Srivastav(final year Mechanical) , he lost his leg in accident but no body listen him.Faculties can't wait for more than 5 minutes , haan even if they come late for the class then its okk , but if student come late , its a big issue, if you talk about your attendance rectification then hardly some good faculties do that other denied just because HOD ask reason to the faculty for rectifications n they really fear for that.When the time come for the Reputation of LPU , then they really make an announcement for their events of attendance of 10 classes (absent/present) to attend their publicity events.Guys just imagine , if one got detained (partially) then he have allot himself in backlogs of rs.8000 n more of each subject or some of the guys detained for a semester. Rajesh Verma has no qualification to become HOD. No print out of IP.BIHAR.no time to write relpy.no book

jawab to har kisi ka hai Induction for students Getika Joshi..talking to students vision to become in top 200 both are presented before the Hod restriction on self study pressure for research take subject on the basis of will stuednts pass or not students will complaint in RMS aapke kehne par faculty change kar di dr.rajeshverma1@rediffmail.com you should have come to me they dont understand hindi termination/ resignation Amarjit sought to transfer me, Rajesh dismissed me. Are you married? Loan

Last updated: 9/24/2016 9:14 AM

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